



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
JOINT FORCE HEADQUARTERS  
OFFICE OF THE ADJUTANT GENERAL - CALIFORNIA NATIONAL GUARD  
9800 GOETHE ROAD - P.O. BOX 269101  
SACRAMENTO, CALIFORNIA 95826-9101

CARSD-J1-HR-EEO

6 October 2005

MEMORANDUM FOR SEE DISTRIBUTION

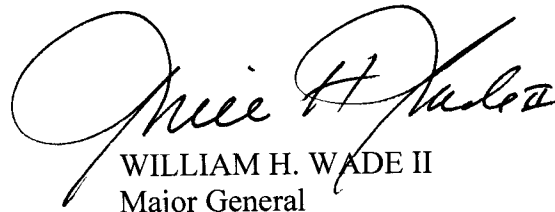
SUBJECT: Equal Employment Opportunity Policy Statement (Policy 05-02)

1. References: NGR (AR) 690-600/NGR (AF) 40-1614, National Guard Civilian Discrimination System
2. As The Adjutant General, I am committed to maintaining a positive work environment that is productive and free from discrimination and bias. All leaders are responsible for ensuring that every **full-time federal technician** (Soldier, Airman, and Civilian) receive fair and equitable treatment on the basis of their capability and merit without regard to race, color, religion, nationality, gender, **disability, or age**. I want to ensure that we have a command climate that encourages employees to freely identify and report injustices and discrimination of any form, without the threat of intimidation or reprisal. I expect leaders, Soldiers, Airmen, and Civilians to take swift and positive steps to help eradicate bias behaviors and discriminatory practices.
3. It is only with full command support that equal employment opportunity can become a reality. To achieve this goal, employees are encouraged to use the Equal Employment Opportunity (EEO) Complaint Process by alerting their chain of command and reporting all violations to the EEO office. Should anyone feel uncomfortable or fearful about reporting a complaint within their chain, the EEO process allows employees to contact the EEO Office directly.
4. Diversity creates a competitive advantage which is the key to mission readiness. We must take advantage of all our strengths to make the California National Guard the quality organization we all expect it to be. We are committed to maintain a culture that:
  - a. Treats everyone with dignity and respect.
  - b. Promotes a command climate that fosters fair, equitable and non-discriminatory treatment.
  - c. Recognizes members as our most valuable asset.
  - d. Promotes teamwork and constructive working relations.
  - e. Utilizes leadership as the tool for the continuous pursuit of excellence.

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5. Any questions or comments may be addressed to the EEO/EO Office at 916-854-3421/ 3646.

A handwritten signature in black ink, reading "William H. Wade II". The signature is fluid and cursive, with a large initial "W" and "H".

WILLIAM H. WADE II  
Major General  
The Adjutant General

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